

HARSHMAN; FRED SALAN; DANIEL 1 FLEMING; ELISABETH JENSEN; JAMES) 2 BEEM; JARED KUNKEL; GINA TROIANI;) 3 KRISTINA NELSON; ROBERT JONES II; CHRISTOPHER OLSEN; JEANINE 4 NICHOLSON; HELEN HORVATH; 5 BRENT MARKS; CARLTON BISCEVIC; And Others Similarly Situated, 6 7 Plaintiffs, 8 VS. 9 10 CITY AND COUNTY OF SAN FRANCISCO, CALIFORNIA, A Municipal 11 Corporation, 12 13 Defendant. 14

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Plaintiffs, by their attorneys, Lackie and Dammeier APC, complaining of the Defendant, respectfully allege as follows:

- 1. Plaintiffs bring this action to recover unpaid overtime compensation and other relief under the provisions of the Fair Labor Standards Act of 1938, as amended [29 U.S.C. §§201-219; and for a declaratory judgment under 29 U.S.C. §§2201 and 2202].
- 2. It is anticipated that approximately 120 unnamed plaintiffs will join the case at which time each plaintiff will file a consent to join with the Court. These other plaintiffs are other employees similarly situated and employed by Defendant during the three years prior to the filing of this case.
- 3. Jurisdiction of this action is conferred upon this Court by 29 U.S.C. §216(b) and by 29 U.S.C. §1337.
- 4. Venue of this action is established in this Court by 29 U.S.C. §216(b). Venue is also established pursuant to 28 U.S.C. §1391(b).

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- Plaintiffs are each employees of the Defendant CITY AND COUNTY 5. OF SAN FRANCISCO, CALIFORNIA, located in the Northern District of California.
- 6. -The Defendant in this action is the CITY AND COUNTY OF SAN FRANCISCO, CALIFORNIA, which is within the City and County of San Francisco in the Northern District of California.
- The Plaintiffs are each employees who were at all relevant times employed in an enterprise engaged in commerce or in the production of goods for commerce, as defined by 29 U.S.C. § 203(s). More specifically, the Plaintiffs are or were "paramedics" employed by the CITY AND COUNTY OF SAN FRANCISCO.
- 8. At all times material herein, the Plaintiffs have been entitled to the rights, protections and benefits provided under the FLSA.
- 9. The Defendant CITY AND COUNTY OF SAN FRANCISCO, CALIFORNIA, is an employer as defined by 29 U.S.C. § 203(d) and a public agency within 29 U.S.C. § 203(x). Upon information and belief, the Defendant at all relevant times has been aware of the provisions of the FLSA.
 - The Defendant is an enterprise, as defined by 29 U.S.C. §203(r). 10.
- Employees covered under the Act are entitled to overtime 11. compensation at the rate of one and one-half times their regular rate of pay for all hours worked in excess of the maximum hours provided in 29 U.S.C. §207.
- The Plaintiffs each have, during the applicable statutory time periods, 12. worked in excess of the statutory maximum number of hours provided for in 29 U.S.C. §207, without receiving compensation for such excess hours at a rate of one and one-half times the regular rate at which they were employed. Specifically, the Defendant has paid and continues to pay the Plaintiffs based on their erroneous classification of the Plaintiffs as employees engaged in fire protection activities under 29 U.S.C. §207(k) and 29 C.F.R. Part 553.

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- Defendant has therefore violated 29 U.S.C. §207. Such violations are 13. redressable by each Plaintiff as an affected employee under 29 U.S.C. § 216(b).
- Defendant is liable to each Plaintiff in the amount of his/her unpaid or 14. underpaid compensation and an additional equal amount as liquidated damages, and for reasonable attorney fees, together with the cost and disbursements of this action.
- On information and belief, the failure by Defendant to properly pay 15. compensation owed to each Plaintiff is a knowing, willful or reckless violation of 29 U.S.C. § 207 within the meaning of 29 U.S.C. § 255(a).
- Therefore, each Plaintiff is entitled to the unpaid compensation and liquidated damages owed to him/her and other relief available under the Act, beginning three years immediately preceding the commencement of this action, as provided by 29 U.S.C. §§ 216(b) and 255.
- The employment and work records for the Plaintiffs are in the 17. exclusive possession, custody and control of the Defendant, and Plaintiffs are unable to state precisely at this time the exact amounts owing to them. The Defendant is under a duty imposed by 29 U.S.C. § 211(c) and the regulations of the United States Department of Labor to maintain and preserve payroll and other employment records with respect to each Plaintiff from which some of the amounts of Defendant's liability can be ascertained.

PRAYER FOR RELIEF

WHEREFORE, each Plaintiff requests from the Court the following relief:

- a declaratory judgment declaring that the Defendant has willfully, recklessly, and wrongfully violated its statutory and legal obligations, and deprived the Plaintiff of his/her rights, protections and entitlements under federal law, as alleged herein;
- an order for a complete and accurate accounting of all the (b) compensation to which each Plaintiff is entitled;

- (c) judgment against the Defendant awarding each Plaintiff monetary damages in the form of back pay compensation, liquidated damages equal to his/her unpaid compensation, plus pre- and post-judgment interest;
 - (d) reasonable attorney's fees; and
- (e) the costs and disbursements of this action together with such and further relief as the Court deems proper.

Dated: November 13, 2006

Respectfully submitted,

LACKIE & DAMMEIER APC

Michael A. Morguess Attorneys for Plaintiffs MICHAEL MOYNIHAN, ET AL.